

## 1a Improving Staff health and Wellbeing

Indicator Name	Improving Staff health and Wellbeing
Indicator Weighting	33.3% of 0.25%
Description of Indicator	<p>Evidence shows that improving staff health and wellbeing will lead to higher staff engagement, better staff retention and better clinical outcomes for patients.</p> <p>To support improving health and wellbeing of staff and reducing MSK and stress, activities are to be put in place to</p> <ul style="list-style-type: none"> <li>• Ensure staffs health &amp; wellbeing are effectively led, managed and embedded within wider organisational activities.</li> <li>• Mental health guidance to identify, prevent and support staff to manage mental health issues</li> <li>• MSK guidance on how to identify, prevent and support staff to manage MSK issues</li> </ul>
Milestones	<p><b><u>Q2</u></b></p> <ul style="list-style-type: none"> <li>• To make support for health and wellbeing part of the role of every manager by revising Wellbeing Pages on Trust Intranet to include resources for managers to use in wellbeing conversations in team meetings</li> <li>• Provide age appropriate health and wellbeing initiatives by holding focus groups with those ages 51+ to identify needs</li> <li>• Ensure everyone is “sitting comfortably” at work by developing and agreeing a yearly workplace assessment tool</li> </ul> <p><b><u>Q3</u></b></p> <ul style="list-style-type: none"> <li>• To make support for health and wellbeing part of the role of every manager by             <ul style="list-style-type: none"> <li>○ developing a health and wellbeing conversation toolkit for managers to use with individuals</li> <li>○ Publicising the toolkit: intranet, presentation to Wider Executive Leadership Team</li> <li>○ Incorporating the toolkit as part of the core skills programme for managers, using “conversations” as the basis of skills development</li> </ul> </li> <li>• Provide age appropriate health and wellbeing initiatives by Producing report from focus groups with recommendations</li> <li>• Ensure everyone is “sitting comfortably” at work by implementing an ‘Are you sitting comfortably’ communication campaign internally. Advertise through the Pulse and communications prompting staff to review their ergonomic work conditions</li> <li>• Support mental health by             <ul style="list-style-type: none"> <li>○ HR Director to take forward mental health and wellbeing agenda including delivery of the all actions in relation to the Mental Health Employers Pledge</li> <li>○ Mental Health Lead role to be established/consolidated on Trust board</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Initiate employee notifications and briefings to update employees on all matters associated with Mental Health and Wellbeing issues</li> <li>○ Add questions around ‘confidence to disclose a mental health problem’ to all staff annual SCFT survey</li> <li>○ Disseminate Mental Health and Wellbeing policy / statement to employees</li> </ul> <p><b>Q4</b></p> <ul style="list-style-type: none"> <li>● To make support for health and wellbeing part of the role of every manager by <ul style="list-style-type: none"> <li>○ Planning a Wellbeing at Work festival</li> </ul> </li> <li>● Provide age appropriate health and wellbeing initiatives by <ul style="list-style-type: none"> <li>○ Selecting key recommendations from report and drawing up implementation plan</li> </ul> </li> <li>● Support mental health by <ul style="list-style-type: none"> <li>○ exploring the MIND pledges, secure sign up and create an action plan</li> <li>○ Devise and provide relevant training so that managers can recognise signs and symptoms in the workplace in order to provide the necessary support to staff. The training will aim to build confidence to start conversations with individuals and in teams.</li> <li>○ Nominate Mental Health Champions across the Trust. Champions will be encouraged to attend relevant training with “time to change” promoters</li> <li>○ Marketing Manager to create booklet to be distributed to site files, Area and Regional Managers</li> <li>○ The Trust will further promote Mental Health by having a designated section on the Trust web page dedicated to Mental Health awareness and promotion/ organise activities throughout the year that raise people’s awareness of mental health</li> </ul> </li> </ul>
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<b>Final Indicator value</b>
25% Allocated to Supporting the health and wellbeing part of the role of every manager
25% Allocated to providing age appropriate health and wellbeing initiatives
25% Allocated to ensuring everyone is “sitting comfortably”
25% Allocated to improving support for mental health